

# THE FIRST STEPS



**A GUIDE FOR ELEVATING VOICES, CHALLENGING  
PERSPECTIVES & TRANSFORMING CULTURES**



**O'NEILL**  
SCHOOL OF PUBLIC AND  
ENVIRONMENTAL AFFAIRS  
Office of Diversity, Equity and Inclusion



"FAITH IS TAKING **THE FIRST STEP** EVEN  
WHEN YOU DON'T SEE THE WHOLE  
STAIRCASE"

- **Dr. Martin Luther King Jr.**

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# Ask Yourself:



Have you ever heard someone say something disrespectful, but you did not know how to respond?

Are you concerned about social justice, but you are not sure how to make an impact?

**YOU CAN MAKE A  
SIGNIFICANT IMPACT  
WITH ACCOUNTABILITY**



From private conversations to public spaces - keeping yourself & others accountable can transform social norms & create positive change on a massive scale!

# Understanding Why

**Not everyone is offered the same opportunities based on factors such as:**

- Race
- Sex
- Gender-Identity
- Sexuality
- Ability/Disability
- Religion
- Ethnicity
- Nationality
- Socioeconomic-status

**Inappropriate words and phrases normalize and encourage the mistreatment & oppression of others.**

KEEPING PEOPLE  
**ACCOUNTABLE** FOR  
THEIR WORDS AND  
ACTIONS CAN POSITIVELY  
IMPACT THE OUTCOMES  
OF INDIVIDUALS' LIVES,  
LIBERTIES & PURSUITS OF  
HAPPINESS

# Learning More

Keep yourself and others accountable by learning about under-represented cultures, histories and perspectives. The categories listed below are created by the focus of each resource, but they are all intersectional.

\*Please keep in mind, some resources may contain themes that trigger anxiety or depression.

## Disability Focused

- [Book](#): "A Disability History of the United States" - Kim E. Nielsen
- [Documentary](#): "CinemAbility" (2012) - Jenni Gold

## Gender Focused

- [Book](#): "Feminism is for Everyone: Passionate Politics" - Bell Hooks
- [Documentary](#): "Miss Representation" (2011) - Directed by Jennifer Siebel

## LGBTQ+ Focused

- [Book](#): "The Gay Revolution: The Story of the Struggle" - Lillian Faderman
- [Documentary](#): "Do I Sound Gay?" (2014) - Directed by David Thorpe

## Religious Identity Focused

- [Book](#): "This Muslim American Life: Dispatches from the War on Terror" - Moustafa Bayoumi
- [Documentary](#): "Hate Among Us" (2019) - Directed by David McKenzie

## **Racial Focused**

- **Book:** "So you want to talk about race?" - Ijeoma Oluo
- **TED Talk:** "How to overcome our biases? Walk boldly toward them" - Vernā Myers
- **Documentary:** "Race: The Power of an Illusion" (2003) - PBS Series

## **Asian & Pacific Islander Focused**

- **Book:** "The Color of Success: Asian Americans and the Origins of the Model Minority" - Ellen D. Wu
- **Documentary:** "Out of State" (2017) - Directed by Ciara Lopez

## **Black/African American Focused**

- **Book:** "Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race" - Beverly Daniel Tatum
- **Documentary:** "13th" (2016) - Directed by Ava DuVernay

## **Indigenous/Native American Focused**

- **Book:** "Legacy: Trauma, Story, and Indigenous Healing" - Susan Methot
- **Documentary:** "Tribal Justice" (2017) - Directed by Anne Makepeace

## **Latinx & Hispanic Focused**

- **Book:** "Generations of Exclusion: Mexican-Americans, Assimilation, and Race" - Edward Telles and Vilma Ortiz
- **Documentary:** "Harvest of Empire: a History of Latinos in America" (2012) - Directed by Eduardo Lopez, Peter Getzels

# Educating Others:

## KEEP IN MIND:

1

A single confrontation may not completely change a behavior, but **every attempt makes an impact** and normalizes the culturally appropriate things to say and do.

2

While it may be frustrating to hear people speak inappropriately, it is critical to **be patient and respectful.**

3

Most of the time, people are not trying to be intentionally hurtful. Not everyone has been educated, and social norms are different across time and space. **Approach these situations with compassion.**

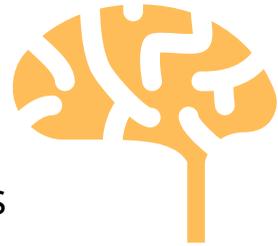
# Impactful Intervention Phrases:

- “Because of the historic and current ways members of that group have been oppressed, that should not be said.”
- “I understand that used to be okay to say, but it is not anymore”
- “I would appreciate a civil conversation about how what you said is problematic. Without offense to your character, I think this is a good opportunity to learn about how small things like that can encourage social issues.”
- “You cannot be sure that issue is not incredibly personal to someone in the room. That issue creates obstacles for many people and it is not respectful to joke about it.”
- “That compliment was serving a stereotype. How would you feel if you received that compliment? If you do not think it should apply to you based on your identity, then it is inappropriate for others”

# The Next Steps:

## Continual Education

- **Attend** culturally relevant events & diversity trainings hosted by school-wide offices, professional organizations, & community groups
- **Research** more history, current events & human bias through books, documentaries, and journals from reliable sources



## Expand Circles

- **Seek** out new perspectives from diverse authors, musicians, artists, journalists, celebrities & influencers
- **Foster** new connections within your professional industry as well as social spaces



## Lead with Compassion

- **Share** resources for educational opportunities & sanctuary spaces in person, on organization documents, and syllabi
- **Be cautious** when leading discussions on sensitive issues by providing appropriate trigger warnings & thinking holistically about how the topic may impact participants



## Give Back

- **Donate** time, money & resources to organizations that empower those in need & strives to make positive social change
- **Advocate** for effective policy change from your school, organization & government



# For more Resources & Information



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SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS  
Office of Diversity, Equity and Inclusion

Become a Diversity  
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Join IU's Student  
Organization! Contact:  
iustudentsforchange@  
gmail.com

## **IU Cultural Centers**

LGBTQ+ Cultural Center  
Neal-Marshall Black Cultural Center  
First Nations Educational & Cultural Center  
La Casa/Latino Culture Center  
Asian Cultural Center

## **Sources**

Ferris, Kerry, and Jill Stein. *The Real World: an Introduction to Sociology*. W. W. Norton & Company, 2020.

Myers, Vernā. "What If I Say the Wrong Thing?: 25 Habits for Culturally Effective People". ABA Publishing, 2013.